

Livingwater Christian School
Ethic's Policy

1. Livingwater Christian School believes that every child is a unique creation of our heavenly Father and it is our responsibility to minister, nurture, love, educate and direct them in the instruction of our Lord. We are to provide a safe and healthy learning environment that will stimulate emotional, social, physical and cognitive development of each child. Our commitment is to encourage and motivate each child to reach his or her God given potential and to build within each child a healthy and positive esteem.

2. Our primary concern is the student and the development of the student's potential.

3. Concern for the student requires that our instructional personnel:

- Shall make reasonable effort to protect the student from conditions harmful to learning and/or to the student's mental and/or physical and/or safety
- Shall not unreasonably restrain a student from independent action in pursuit of learning
- Shall not intentionally expose a student to unnecessary embarrassment or disparagement.
- Shall not harass or discriminate against any student on the basis of race, color, national or ethnic origin, social and family background and shall make every effort to assure that each student is protected from harassment or discrimination.
- Shall keep in confidence personal identifiable information obtained in the course of professional service, unless disclosure serves professional purpose or is required by law.

4. Aware of the importance of maintaining the respect and confidence of colleagues, of students, of parents, and of the community, employees of our school must display the highest degree of ethical conduct. This commitment requires that our employees:

- Shall maintain honesty in all professional dealings.
- Shall not engage in harassment or discriminatory conduct which unreasonably interferes with an individual's performance of professional or work responsibilities or with the orderly processes of education or which creates a hostile, intimidating, abusive, offensive, or oppressive environment
- Shall not make malicious or intentionally false statements about a colleague.

Training Requirements

All instructional personnel and administrators are required as a condition of employment to complete training on these standards of ethical conduct. Annual training prior to the first day of the new school year will be conducted.

Reporting Misconduct

All instructional personnel and administrators are required as a condition of employment to report any misconduct that affects the health, safety, or welfare of a student.

How to Report Child Abuse, Abandonment, Neglect or Misconduct

All employees have the affirmative duty to report all actual or suspected cases of child abuse, abandonment, or neglect. Call 1-800-96-ABUSE or report online at: <https://www.dcf.state.fl.us/abuse/report>.

Florida Statutes Regarding Liability Protection

39.203 Immunity from liability in cases of child abuse, abandonment, or neglect.—

(1)(a) Any person, official, or institution participating in good faith in any act authorized or required by this chapter, or reporting in good faith any instance of child abuse, abandonment, or neglect to the department or any law enforcement agency, shall be immune from any civil or criminal liability which might otherwise result by reason of such action.

(b) Except as provided in this chapter, nothing contained in this section shall be deemed to grant immunity, civil or criminal, to any person suspected of having abused, abandoned, or neglected a child, or committed any illegal act upon or against a child.

(2)(a) No resident or employee of a facility serving children may be subjected to reprisal or discharge because of his or her actions in reporting abuse, abandonment, or neglect pursuant to the requirements of this section.

(b) Any person making a report under this section shall have a civil cause of action for appropriate compensatory and punitive damages against any person who causes detrimental changes in the employment status of such reporting party by reason of his or her making such report. Any detrimental change made in the residency or employment status of such person, including, but not limited to, discharge, termination, demotion, transfer, or reduction in pay or benefits or work privileges, or negative evaluations within a prescribed period of time shall establish a rebuttable presumption that such action was retaliatory.

768.095 Employer immunity from liability; disclosure of information regarding former or current employees.—An employer who discloses information about a former or current employee to a prospective employer of the former or current employee upon request of the prospective employer or of the former or current employee is immune from civil liability for such disclosure or its consequences unless it is shown by clear and convincing evidence that the information disclosed by the former or current employer was knowingly false or violated any civil right of the former or current employee protected under chapter 760.